Employee Rotation Programs - Why They Work
Who is this and what “job” is he famous for?
Walt Disney: Film Producer, Disney Parks, MICKEY MOUSE!
Who is this and what “job” is she famous for?
Ellen DeGeneres: Comedian, Actress, Talk Show Host
Who is this and what is he famous for?
Sylvester Stallone: Actor, Screenwriter, Film Director
Who is this and what is she famous for?
Whoopi Goldberg: comedian, actress, political activist, writer, producer, television host and singer
Employee Rotations
Employee Rotations
“Employee” Rotations

VS.

“Job” Rotations
From our internal FTB “Rotation” Webpage

Rotations help you:
- Strengthen your leadership skills
- Broaden your enterprise knowledge
- Build relationships throughout FTB
- Share your talents

Rotations help FTB:
- Develop future leaders to their full potential
- Introduce new perspectives and energy into program areas
- Prepare leaders to take on greater responsibility
- Achieve business goals, strategies, and succession planning objectives
• Don’t circumvent the merit selection process

• Don’t rotate an entire management chain at once

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• Don’t use the rotation process as a way to “dump” a poor performing employee
DO create a culture where it is “ok” to put in for rotation.
DO try to accommodate as many rotation requests as feasible.
DO make it voluntary vs. mandatory.
DO create a culture where it is “ok” to put in for rotation.

DO
DO create a culture where it is “ok” to put in for rotation. (2)

DO try to accommodate as many rotation requests as feasible

DO
DO create a culture where it is “ok” to put in for rotation. (3)

DO try to accommodate as many rotation requests as feasible

DO make it voluntary vs. mandatory
How do you get people to put in for rotation?
does the rotation process work?
do you make the actual decisions?
NINE BASIC COMPONENTS

- Go, no go decision point
- Announce/Advertise rotations
- Lunch time session/Town Hall
- Encourage discussions regarding rotations
- Application process
- Review of applications before Selection Day
- Selection Day
- Announce movement
- Rotate!
Some Questions We’ve Received from Others
What happens if their new job doesn’t work out?
How many rotations do you do annually?
Are there some people who SHOULDN’T consider rotating, ever?

Is anyone “off limits”?
You said there are nuances for rotation programs involving rank and file employees.

Can you give us an example?
How much of an effort does this require?
Let’s field some questions
Testimonials

“I have always gotten nervous at the thought of impending change, but I use that nervousness as a catalyst to embrace the change for the growth and opportunities that it will give me.

That belief has brought me out to California from the Midwest and to FTB from the private sector. Each change has brought exciting opportunities and challenges. I also would not have met all the wonderful people throughout my life if not for always being open to change.

I see the Management Rotation program as a continuation of immense opportunities.”
"The rotation process is an opportunity for a person to gain additional knowledge, skills, and experience that they may not ever get...specifically across Division lines.

It's a great experience to learn something new and meet new people (networking). It really helps to understand perspectives across the enterprise."
Testimonials (3)

"I rotated as a Staff Services Manager III in Human Resources to an Administrator III in the Processing Services Bureau. Until then, I had spent my entire state career (20+ years) in the Human Resources arena and had never worked in a business/program area before. The anticipated change was a bit scary…

…from my perspective, having the opportunity to gain additional knowledge and experience about other parts of the department has been extremely invaluable and I highly recommend it. I can honestly say it has been the best decision I have made in my state career!"
Handouts/
Additional Information